



Liz Keating
Councilmember

202302275

Motion

WE MOVE for City Council to begin the annual review of the City Manager. The review will be based on the 10 categories listed below and will follow the timeline listed below.

WE FURTHER MOVE that the City Manager present to Council a self-evaluation, including the 10 categories listed below.

WE FURTHER MOVE that Councilmembers communicate to internal and external stakeholders to provide informal feedback to use for their own evaluation of the City Manager.

Statement

This motion is to begin the annual City Manager review. Based on 10 categories (see below) the City Manager will provide a self-evaluation to Council following the timeline (see below). The 10 categories will be based on the five priorities of Council voted on during the budget and five additional priorities agreed upon by Council. Councilmembers are encouraged to communicate with internal and external stakeholders to gain informal feedback. This shall be used to aid them with their own evaluation of the City Manager.

Councilmember Liz Keating

Councilmember Jeff Cramerding

COMMITTEES

Member: Budget & Finance • Equitable Growth & Housing • Public Safety & Governance

EVALUATION CATEGORIES

The City Manager Review will be based on the following 10 categories, five priorities as voted on in the budget and five priorities as agreed upon by Council:

Council Priorities:

1. Public Safety & Health
2. Growing Economic Opportunities
3. Thriving Neighborhoods
4. Fiscal Stability and Strategy
5. Excellent & Equitable Service Delivery

Management Priorities:

1. Management: recruitment, retention, employee morale, major hires, culture of yes and remove bottlenecks
2. Leadership: ability to prioritize, delegate, and lead
3. Government Efficiencies: remove unnecessary bureaucracy, move projects forward, use data-driven approach
4. Relationship and collaboration with Council, Mayor, and Community partners
5. Communication Skills: Internal and external

PROPOSED TIMELINE

- Monday, October 30, 2023: Budget & Finance Committee: Council deliberates and finalizes 10 categories to evaluate the City Manager and approves the timeline.
- Monday, November 6, 2023: Budget & Finance Committee: City Manager presents self-evaluation based on 10 categories and administration priorities and vision going forward.
- Monday, November 13, 2023: Budget & Finance Committee: Council considers the City Manager's evaluation, including a possible motion to enter executive session (if approved by a majority of Council) to consider the employment and compensation of an employee.
- Monday, November 27, 2023: Budget & Finance Committee: Council considers the City Manager's evaluation, including a possible motion to enter executive session (if approved by a majority of Council) to consider the employment and compensation of an employee.
- Monday, December 4, 2023: Budget & Finance Committee: Deliberate and Release final report of the City Manager Review publicly and present report in committee and take action on any approved merit increase.